

 <div style="text-align: center;"> <b>STATE OF ALASKA</b>  <b>DEPARTMENT OF TRANSPORTATION</b>  <b>AND PUBLIC FACILITIES</b> </div> <div style="text-align: center; font-size: 1.5em; font-weight: bold;">Policy and Procedure</div>		POLICY AND PROCEDURE NUMBER <div style="text-align: center; font-weight: bold;">01.02.010</div>	PAGE <div style="text-align: center;">1 of 1</div>
		EFFECTIVE DATE <div style="text-align: center;">April 1, 1998</div>	
SUBJECT <div style="text-align: center; font-weight: bold;">Civil Rights</div>		SUPERSEDES	DATED
TITLE <div style="text-align: center; font-weight: bold;">Office of the Commissioner</div>	CHAPTER <div style="text-align: center; font-weight: bold;">External Civil Rights</div>	APPROVED BY	

## PURPOSE

To establish an overall program which 1) increases opportunities on federal-aid construction projects for minorities and women by effectively managing three affirmative action programs - DBE, OJT, and EEO; 2) provides outreach and public service to educate, promote, and encourage participation in these programs; and 3) ensures nondiscrimination throughout the Department in compliance with Title VI and 504/ADA requirements.

## POLICY

It is the policy of the Department that women, minorities, and disadvantaged business enterprises shall have equal opportunity to participate as employees and contractors in the performance of contracts and subcontracts financed in whole or in part with US Department of Transportation funds. the Civil Rights Manager is responsible for developing, publishing, distributing, and implementing components of the Department's comprehensive Affirmative Action Program.

## AUTHORITY

23 U.S.C. 140; CFR 230 Subpart C & D; 13 CFR 121; 1982 STAA; 1987 STURRA; Executive Order 11625

## IMPLEMENTATION RESPONSIBILITY

Civil Rights Manager